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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

June 1988 #79

Example of Need for Rank-and-File Democracy

Mathis, GEB Struggle for Power

All Teamster local unions were officially informed May 5 that Jackie Presser has taken a 120-day leave of absence (see story, p. 10), and with that little memo Weldon Mathis quietly took over as acting president.

Several vice presidents on the General Executive Board are unhappy

So while Mathis and the members of the GEB jockey for power, rank and file Teamsters and some local officials are holding the front lines for our union.

about their new boss. As *Convoy Dispatch* goes to press, Mathis has called a special meeting of the GEB for May 16 in Phoenix. TDU learned that meeting was called at the request of GEB members Walter Shea, Ted Cozza, Don Peters, Joe Morgan, William McCarthy and Joe Trerotola. But it appears that Mathis will come out on top in the struggle for power.

TDU Fights for Unified Master Freight Contract

As of May 16 nearly half of the 200,000 Teamsters under the NMFA work for carriers who have not yet signed the agreement. TDU is working to maintain a unified freight contract with no separate deals, and has threatened legal action if necessary.

Employers in the Motor Carrier Labor Advisory Council (MCLAC) have not signed the contract. This group, whose largest carrier is Central Transport, employs some 35,000 freight Teamsters. The NMFA ballot mailed out by the International union states that MCLAC-employed Teamsters will get a "separate agreement" and have a second, "separate vote."

TDU members and attorneys took immediate action, threatening a lawsuit against the IBT to demand that the incoming ballots be segregated unless the IBT intends to maintain one

Once again we are handed a president without a vote, or a consultation of the members, or even of the local officers. Prior to 1981 a Special Convention of our union would have been required to choose a new president. But no more. The General Executive Board simply appoints one of themselves, just as they appointed Presser in April 1983.

Mathis Resigns from Local 728

On May 14, to the surprise of members of Local 728 in Atlanta, Weldon Mathis handed in his resignation as president of that local. Mathis and members of the local's executive board have been the subjects of a Department of Labor investigation into charges of massive election fraud in last fall's local elections. Mathis said at the general membership meeting that he could not give a reason for his resignation at that time because "everything I say seems to get in the papers."

Also announced at the meeting was the splitting of Local 728 to form a new local, 928, which Weldon's sons, Lamar and Tony, both of whom also resigned

their positions in Local 728, will take over (see story, p. 5).

Meanwhile, 200,000 freight Teamsters have something more immediate on their minds—stopping the implementation of the contract deal Mathis is trying to sell. We are fighting to preserve our national contracts, the backbone of union strength. We have launched a movement for fair and equi-

table pensions. So while Mathis and the members of the GEB jockey for power, rank and file Teamsters and some local officials are holding the front lines for our union. Mathis and the PR department are working overtime spreading the word that freight director Jack Yager is to blame for the contract mess, that Mathis had nothing

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Join the Movement For Fair Pensions

Petitions for fair and equitable pensions in the Central States Pension Fund are pouring into our TDU office. As we go to press, nearly 1,000 signatures per day are arriving, and the pile keeps growing.

Teamsters from Florida to Oklahoma, from Kansas to Ohio and everywhere in between are involved. Grassroots committees and petitions have sprung up. All have one goal: saying NO to the unfair benefit schedule announced by the Central States Fund in conjunction with the NMFA, and saying YES to providing at least \$2,000 for 30 years at any age, and \$1,500 for 25 years at any age.

It's nearly impossible to find anyone, including local officers, who is happy with the work-till-you-die program of requiring Teamsters to work until age 65 to get decent benefits. Central States has added insult to injury by offering no increase at all in the \$1,000 per month benefit they currently have for 30-and-out at any age.

The movement for fair pensions has already been recognized. The IBT did

not include the announcement of pension-benefit changes with the NMFA ballot materials, a first! In past contract votes our union leaders have mailed out notices of pension increases with the contract ballots to fool Teamsters into thinking that a vote for the contract was also a vote for a pension increase. This time they were too ashamed, and knew the result would be more NO votes on the contract.

This makes it possible the benefit schedule is subject to change. Now is the time to press forward!

• Get your local and your carrier 100% signed up on the pension petition. (If you don't have a copy of the petition, contact TDU immediately.) Get the petitions collected and submitted to the TDU Pension Project as soon as possible, preferably by early June.

• Need help forming a committee in your local or area? Call our office.

• Participate in the Delegation of Teamsters for Pension Rights who will be visiting the Central States Pension Fund in Chicago. Call TDU for details.

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From the Members

Collect Petitions For 30-and-Out

I feel it is very important that our pension plan offer us \$2,000 per month for 30-and-out at any age.

I don't feel it's fair that someone like me, who started working as a Teamster at age 18, should have to work to the age of 65 to get his 30 years and out at \$2,000 per month. It should be anyone's option to take an early retirement or to work. It isn't right that a man should work for 30 years, then possibly lose his job and have to wait till age 65 to collect a top pension.

The fact that so many companies are going out of business is causing a lot of people to not collect a pension whatsoever. To fight for a fair pension is the most important step you can take, with the way the industry is going.

A decent 30-and-out would create many jobs for the young people. I believe it would also eliminate a lot of the scab companies, because your good professional drivers would be looking to work where they could collect a good pension. It would benefit the Teamsters Union as well as it would us.

Those of us in the Central States Pension Fund should all collect signatures for the TDU petition asking for \$2,000 per month with 30 years at any age.

Jim McTaggart
Local 299, Earl C. Smith
Detroit, Mich.

TDU's Our Voice For Democracy

In a time when big companies seem to be dictating to unions, and the wealthy, fat and happy International union officials seem to be letting it happen, I feel there could be no better time than right now to join TDU. As a 16-year member of the Teamsters union and the newly elected chairman of the St. Louis chapter (TDU 600), I urge every Teamster member to join this fine organization.

In the short time (one year) that I've been a member of TDU, I have seen nothing but very positive things. TDU is what America is all about, people who are sincere, honest and who care about the rank and file Teamster brothers and sisters. They truly are our

voice and they are heard loud and clear across this nation.

I am damn proud to be a Teamster and extremely grateful for TDU. Its commitment to democracy is what I believe in. As a rank and file member, I deserve the right to vote for the general president of my union (after all I help pay his enormous salary), and I know that through the efforts and dedication of TDU I will achieve that right.

Let us not tolerate the corrupt and dishonest leadership the Teamsters are under at present. Together, through TDU, let's stand up and demand the respect we once had. With unity, dedication and rank and file power we can make our Teamsters union the greatest in the world. Special thanks to the sincere dedication of the TDU staff and every TDUer in North America.

If you are a member of TDU, spread the word. If you're not a member, join today. It is the most worthwhile cause that a Teamster can be involved in.

Kent O'Neill
Local 610, St. Louis
Steward, McDonnell Douglas

We Must Stand Up To Protect Rights

Each member must stand up for his or her rights, for if they don't, these companies will take a little bit each day until they get it all.

I thank TDU for the fine job they have done. But they can only do so much. We have to stand up for ourselves.

Earl Wymer
Local 175, Chemical Leaman
West Virginia

Contract Bulletins Kept Us Informed

This is just a short note to thank you for all the information you sent me to pass out on the contract. We in Columbus, Ohio, would never have known about the screwing we were getting without your help.

I hope the people here and across the country realize the trouble TDU goes through and the expense it takes to keep us informed. Maybe some of the people will read this letter, join

TDU and help support all of us.

Our Local 413 never put out anything against the new contract. They must be afraid of Fat Jack. I hope they realize some day that we are the people who pay them, not the IBT or AFL-CIO.

Along with this letter is another small donation to help pay some of your expenses for the papers you sent me. Thank you, again.

Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Western-area Organizer: Doug Allan, P.O. Box 7445, La Verne, CA 91750 (714) 593-9791.

TDU Steering Committee

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Joe Day, #170
Diana Kilmury, #213
Michael Savoir, #41

Organizer:

Ken Paff, #407

Trustees:

Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:

John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728

Michael Ruscigno, #138

Gail Sullivan, #278

Alternates:

Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

How to Avoid 'Deferral' by the NLRB

Last month we reported the bad news that the National Labor Relations Board (NLRB) has issued the lowest number of complaints in 13 years. One reason for this poor enforcement is the application of what the NLRB calls the "deferral doctrine." Stewards and concerned Teamsters should know what they can do about this doctrine.

The NLRB exists primarily to protect workers against violation of labor law by the employer. The NLRB will not enforce your contract, but is supposed to take your employer to a hearing if you are fired or punished in any way for upholding union rights (such as joining TDU, filing grievances, being a strong steward, etc). If you have questions about filing NLRB charges, contact a TDU office.

The NLRB began using deferral in 1955, but began to expand and misuse it in the 1980s as the Board turned anti-labor. Deferral is a legal maneuver to avoid filing complaints against employers and forcing them to a hearing where your case can be presented.

What Is Deferral?

Put simply, the Board says to a worker filing a complaint: "You must first go through the entire grievance procedure before the NLRB will investigate. Your grievance procedure may solve the problem and you will not need NLRB help." So far, so good. Now comes the bad part. In the 1980s the Board expanded this to say, after a worker lost in the grievance procedure: "Your complaint was investigated, heard and decided through your own grievance procedure, so we will not take any more action."

The actual form letter the NLRB sends out says that (1) the proceedings before the grievance committee were fair and regular, (2) all parties agreed to be bound, (3) the committee's decision is not clearly repugnant to federal law and (4) the committee was presented with the facts of the unfair labor practice. Some of you who have filed NLRB charges will recall getting such a letter turning you down.

You may be thinking, "Wait a

minute. You are saying I first have to go through the grievance procedure, then afterward the NLRB says it will dump it because I already lost in the grievance procedure!" TDU attorneys recognized this problem right away and have taken action to get this policy changed. Also, there are a few basics you should know to minimize damage under the NLRB deferral doctrine.

What to Do

First, if you think you may have an NLRB complaint, get advice before filing. Contact a labor attorney or a TDU office.

Second, watch the time limits. You have only six months from the date the company takes action against you (for example, fires you). If you wait to go all through the grievance procedure, it could possibly be too late. The clock starts the day the company commits the unfair labor practice. It often makes sense to wait until after the grievance hearing to file with the NLRB, however, to avoid tipping your hand.

Third, take care to minimize the chance the Board will defer. You will need legal advice on this. The idea is to present a different case through the grievance procedure than to the NLRB. In the grievance procedure, you deal with the contract issue. At the NLRB, you present the unfair labor practice, and you avoid mixing them up. For example, suppose you are fired for absenteeism, but you have good evidence that the real reason is you are filing grievances and management is out to get you. At the grievance procedure you may want to defend yourself against the absenteeism charge, as effectively and strongly as you can. At the NLRB you present the unfair labor practice, the evidence that management actually fired you for your union-related activity. You don't use a "shotgun" approach and mix them.

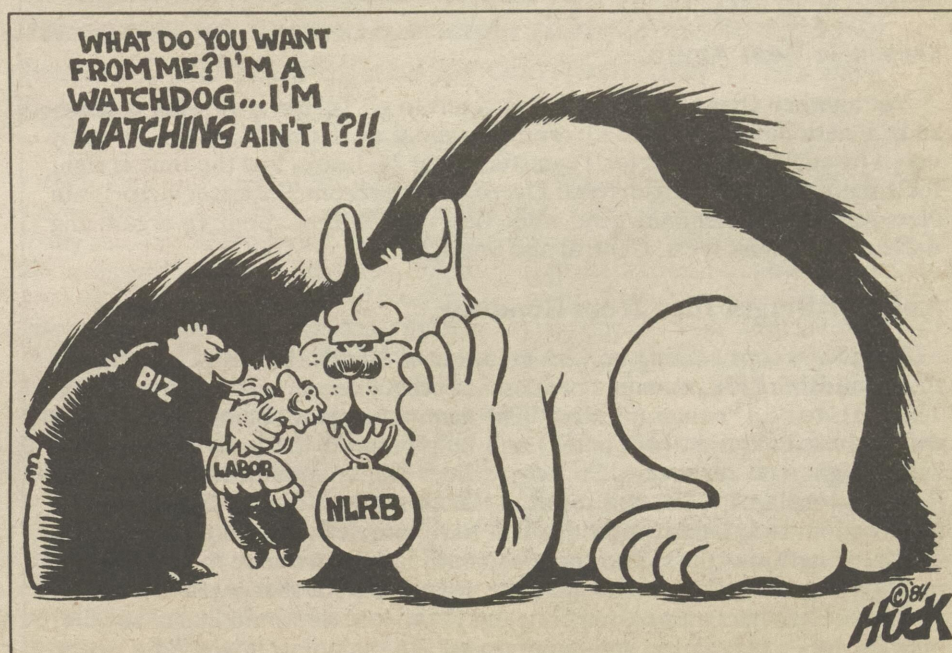
TDU Legal Action

TDU has taken action to end the problem of the NLRB deferring to the Teamster grievance procedure. We recognize that biased grievance committees often judge cases. These com-

mittees are not even required to give reasons for their actions, they often do not base them on precedents, and may be stacked.

Our efforts have started to pay off. For example, TDU attorney Arthur Fox sued the NLRB in the *Taylor* case

Another such victory is the *Darr* case. Darr was a steward who circulated a petition and was fired for it. She was put back to work through the grievance procedure but with no back pay (sound familiar?). The Board deferred to the grievance procedure.



and won. In this case, a PIE driver in Alabama was fired for refusing to drive in an unsafe manner, and lost his grievance. He ended up losing at the NLRB, as it deferred to the grievance committee. When the NLRB was sued, the U.S. Court of Appeals told the NLRB it should not assume the grievance panel properly considered the issue, especially since it involved a Teamster joint committee. The court ordered the case reconsidered and Taylor won. PIE is still stalling on paying the huge back-pay award, so the NLRB is now in court against the company. This case is one very important blow to the deferral doctrine.

But again the U.S. Court of Appeals ruled against the NLRB, ordering the Board to rehear the issue to grant back pay. This has not happened yet so the case is not over, but again the court is telling the NLRB what it thinks of this terrible anti-worker policy. TDU is on the front lines of the battle, in court and in working to get the NLRB to change the policy.

You may wonder what the Teamsters union attorneys, whose salaries you pay, are doing about this. They wrote a brief for the management side in the *Taylor* case and continue, alone in the labor movement, to support the anti-labor side of this issue.

Proposed Whistleblower Law Would Cover All Workers

One of TDU's greatest legislative victories occurred in 1983 when Congress enacted Section 405 of the Surface Transportation Assistance Act. The law was written by TDU attorney Arthur Fox and contains broad protections for drivers who are disciplined or discharged for refusing to operate unsafe equipment, or for refusing to violate safety laws and regulations.

Roadway tried to get Section 405 declared unconstitutional by taking TDU member Jerry Hufstetler, who was fired for refusing to operate unsafe equipment, all the way to the Supreme Court in 1987. Roadway lost. Now, Sen. Howard Metzenbaum (D-Ohio) is

sponsoring the Uniform Health and Safety Whistleblowers Protection Act, containing provisions identical to Section 405 that would cover workers in all industries. This is good news for employees concerned about safety in the workplace who have lacked legal protection in the past.

In related news, TDU reported in 1985 and '86 that the Department of Labor, the agency charged with enforcement of Section 405, had issued few complaints and seemed unconcerned about publicizing and enforcing the law. TDU has learned that a soon to be released government report will confirm those findings.

Resources Available from TDU

- 1. TDU STEWARDS MANUAL.** An extensive guide written for Teamster stewards and activists. Price: \$4 each; \$3 each for 5 or more.
- 2. LEGAL RIGHTS HANDBOOK.** A comprehensive book written by labor attorney Ellis Boal that tells you all you need to know about your rights on the job and in the union. Price: \$8 each; \$5 each for orders of 5 or more.
- 3. GETTING THE MOST FROM THE GRIEVANCE PROCEDURE.** A short and to the point explanation of the grievance procedure. Price: \$1.

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Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

Freight Lines

CF Top Dog Finds Life Great at the Top.

CF's chairman and chief executive officer, Raymond O'Brien, was amply rewarded for his efforts at building one of the largest non-union operations in the trucking industry (Con-Way West, Central and South) and mastering the art of diverting union freight to rails and brokers by pulling in a salary of \$621,000 in 1987. But wait, there's more. O'Brien also collected \$3,826,000 in long-term compensation for a cool \$4,447,000 paycheck.

That's about the same as compensation for 150 Teamster employees at CF. We doubt if O'Brien humped that much freight in '87. Next time CF gets into playing the discount game, how about taking it out of the paychecks of top execs?

Overnite Beat Again.

Yet another Overnite terminal has voted to go Teamster in what is hopefully a national trend. The Overnite terminal in Richfield, Ohio, recently voted by an 87-84 margin for Teamster Local 24. Looks like the time is right for a national organizing drive at Overnite with recent Teamster victories in New Jersey and Richfield. And while they're at it, how about an organizing drive at Con-Way West, Central and South?

Another Bright Idea from Roadway.

Roadway keeps coming up with great ideas. Here's the latest. A memo at the Stroudsburg, Pa., terminal proposes to create a new position on the dock. The job is to be a "communicator." The memo states the communicator's job will be to load freight (of course) and help monitor the line, floor freight, wild freight and turnovers. So, where does the communication come in? Roadway explains, "The end result of this program is to give the supervisor the freedom to leave his area. He will have more time to plan for volumes and large carton orders. The supervisor will have more time to concentrate on paperwork, service, wild freight, etc. (watch out for that *et cetera*). As the communicator becomes more proficient at the job, we would like to see him take on duties of training new supervisors. What a bonus it would be to our training program if we could put a new supervisor or DRC with a communicator and not have to worry about all the mistakes that new people make."

If this new position sounds suspiciously like a Teamster doing management work, you hit the nail on the head. So when they put the position up for bid, no Teamster need apply.

Employers' Double Standard.

It's interesting to note that while our employers are trying to make us pay for "gross negligence," the rules may be changing for themselves. Both Preston and Transcon have sent proposals to their stockholders for revising their corporate charters to relieve all top executives from liability for their actions. In Preston's notice to stockholders, management explained its position by saying, "The principal effect of the amendment would be that the company and its stockholders would no longer have a cause of action for money damages against directors or officers for gross negligence in their conduct or on behalf of the company. ... Although no director or officer is presently the subject of any pending or threatened litigation, each of the officers has a personal interest in the adoption of this amendment."

Shippers Comment on Proposed Contract.

As negotiations began on the current NMFA, Jackie Presser released a press statement claiming "job security provisions would be an important part of any new agreement." As we know, not one was implemented. Shippers have taken notice. The recent "Freight Marketing Report," an independent report on transportation cost reduction, predicts, "Carriers will have a hard time making any rate increase stick. Instead of a rate hike, look for carriers to tighten up rate discounts and to switch some of their freight to their non-union affiliates and for more use of non-union owner-operators. Also, look for more use of piggyback transportation by long haul carriers. Aggressive marketing by railroads, faster piggyback service, and the severe shortage of qualified drivers are all pushing truckers toward piggyback."

ABF Is Target of Takeover.

A 28-year-old investor has targeted Arkansas Best Corp. as his first corporate takeover. Emanuel Pearlman, along with other investors, is attempting to acquire ABF in a \$230 million deal. ABF's stock has soared from \$15 to over \$23 a share by May 4. Pearlman's group owns 10% of ABF stock and is attempting to acquire the rest, through his Razorback Acquisition Corp. Pearlman is also in court combating laws against corporate raiders in Arkansas and Delaware.

Pearlman stated ABF stock is "the most undervalued in the industry," and also that he will keep the same management if he acquires ABF. He said he intends to sell off the smaller, non-trucking ABF subsidiaries.

'Sellout' Stintsman Splits Off from NMFA

Signal Teamsters Organize For Strong National Contract

"Motion was made and carried unanimously to take Signal Delivery Service out from under the NMFA and negotiate a single master agreement with a common expiration date."

The above sounds like an employer move, but it was in fact the action of the Teamster national freight negotiating committee April 19, three weeks after the NMFA was tentatively settled. It came on the request of Sam "Sellout" Stintsman, the \$114,000 Presser appointee heading Signal bargaining who has cut so many deals with Signal that he's forgotten most of them. Meanwhile, the approximately 2,000 Signal Teamsters, covered by 45 local unions, are not sitting back to wait and see what happens. A network of stewards and members, based in the Midwest but reaching out nationally, is organizing. The next meeting of this movement is May 21 in Indianapolis and their work is all the more important now.

TDU attorneys confronted International officials with a demand to know why Signal Teamsters under the NMFA had not received ballots. It was then that the IBT produced the

Stintsman paper trail. Because only two-thirds of the affected local unions are under the NMFA, with the other Signal drivers covered by white paper contracts, the IBT had legal justification for the switch, made without a vote of the rank and file.

The International claimed to TDU that Signal drivers will have a national Signal contract, "just as UPS does," and that it will "follow as closely as possible the language of the NMFA."

This whole move could be a blessing in disguise. If Signal drivers are organized and united enough to send a message to the corporation that they will vote to reject anything less than the NMFA, then it could mean the end of the various sweetheart deals affecting so many Signal Teamsters. Members have to get bulletins and information to every Signal Teamster, and prevent the corporation from playing one group against another.

The Signal network is demanding:

- No less than the NMFA.
- An end to the bogus "Iron and Steel" and white paper deals creating second-class Teamsters.
- Job security guarantees.

Iron and Steel Teamsters Unite to Reject Substandard Pensions

Approximately 5,000 Teamsters covered by the NMFA Iron, Steel and Truckload Rider in the Eastern and Central Conferences were sent an NMFA ballot without any contract language! This situation has a silver lining however, as TDU attorneys have been assured by the International that if the IBT can get the MCLAC employers' association to sign the NMFA, then there will be a second, separate vote for all Iron and Steel Teamsters. MCLAC holds the power of attorney for many of the carriers under the rider.

This means the affected Teamsters can unite to reject any sellouts, includ-

ing any pact that provides for a pension plan below that enjoyed by other drivers. Under the current rider, employers are paying substandard contributions into the Central States Fund, robbing Teamsters of top benefits. Meanwhile, top union officials look the other way.

For many of the steelhaulers, the pension is the major value of being in the union, so this issue is crucial. If the pension contributions do not match that provided in the rest of the NMFA, rejection must follow. TDU will review the terms of the rider before the national balloting and make public any proposed pension ripoff.

TDU Fights for Unified Freight Contract

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employees into an ESOP wage cut.

Hundreds of carriers have not signed yet, including a few large ones, such as PIE and ANR. The union, once the NMFA is ratified as the industry standard, has the authority to threaten a strike against any corporate hold-outs, per Article 12 of the IBT Constitution.

Despite TDU's efforts, balloting was still tainted by such antics as mailing 1,000 ballots to employees of Schneider Transport, who are under a white paper contract totally unlike the NMFA. Meanwhile, nearly 2,000 Teamsters employed by Signal Delivery under the NMFA did not get a ballot, thanks to the work of Sam Stintsman of the IBT. TDU has reserved the right to sue if the result is close enough that their votes could have made the difference.

Our solidarity in our national contracts is a source of strength and we will not allow anti-union corporations

or self-serving officials to steal it.

NMFA Results May 18

By May 18 we will know the outcome of the vote on the proposed NMFA. TDU is doing everything possible to ensure a fair and honest vote.

If turned down by two-thirds, bargaining will resume. We have learned that TMI has already agreed to start off with the same monetary proposals on the table where bargaining left off.

If the proposal is rejected by a majority but less than two-thirds, all members and local unions should demand an immediate return to bargaining. The IBT Constitution (p. 78) provides that "a cumulative majority vote (is) necessary for acceptance, and a cumulative two-thirds vote (is) necessary for rejection of the final offer and strike authorization." Thus, while it takes a two-thirds NO to authorize a strike, it takes a majority YES for ratification.

Charter New UPS Local in Georgia

Mathis and Sons Give Up Posts in Local 728

The cracks in the Mathis family's empire in Georgia finally caused the downfall of a 30-year regime May 14 when Weldon Mathis resigned as president of Local 728, effective June 1. His sons, Lamar and Tony, also handed in their resignations from Local 728 and are moving to head the newly formed Local 928, which will represent UPSers, Emery Freight employees, and others.

The incredible story of how the rank and file began to change their local union, which was headed by one of the most powerful men in the International, began five years ago as four Teamsters sat around a kitchen table to make plans to build a TDU chapter and do something about the dictatorial Mathis rule. Five years of intensive organizing, many victories, and some setbacks culminated in a run for office in October 1987 that pitted the Teamsters for Democracy slate against the Mathis team in a highly contested election. The Department of Labor has been investigating charges of massive election fraud by the incumbent Mathis slate, and is expected to announce its decision soon.

The Mathis family, perhaps expect-

ing an adverse decision from the Department of Labor, has made a move to ensure that some members of the family will continue to live in the style they've grown accustomed to by creating the new Local 928. This maneuver began immediately following a General Executive Board meeting in April when Lamar Mathis, UPS business agent Willie Baker and stewards began circulating a petition throughout UPS in Georgia requesting that a new local be formed.

The new local, which will officially be chartered on June 1, will represent some 3,500 members taken from Local 728. Lamar Mathis has been named "trustee" of the new local by Weldon, and it was announced that no elections for officers will be held for a period of at least 18 months. The International General Executive Board has full power to split up locals and to create new ones, regardless of the membership's wishes.

"The whole issue of a new local for UPSers caught us by surprise," said TDUer and UPS employee Dan Karanovich of Atlanta. "One day we're in Local 728 and the next day Lamar and Willie Baker are up here getting us to sign petitions. Well, when people started to think this thing over as to why we're being put into a new local, they began to ask to remove their names from the petition."

Ironically, UPSers in the state of Georgia have gone the petition route in the past. Just four years ago they petitioned, made requests to the hall and went through all the established channels to get their own local. However, their requests fell on deaf ears. Now that the rank and file in Local 728 have

begun to flex their muscles, all of a sudden the local is more than willing to create a new local and new jobs for two of the Mathises.

The new local will split the assets between the parent and the sibling local, with each getting approximately 50%.

"With all the funds going into the creation of a new local, the local could take that money and use it to hire a few more BAs at UPS, provide better training for UPS stewards and members, and really begin to represent the UPS membership."

The incredible story of how the rank and file began to change their local union...began five years ago as four Teamsters sat around a kitchen table to make plans to build a TDU chapter and do something about the dictatorial Mathis rule.

Other BAs and temporary officers of Local 928 in addition to Lamar and Tony include Willie Baker and Danny Drummond. Local 728 has been shaken to its roots and has named BA Jerry King as the new president replacing Weldon Mathis. Freddie Thomas will replace Lamar as secretary-treasurer, R.C. Smith remains as vice president and BA Earl Parker is the new recording secretary.

The split in Local 728 has caused much confusion among the membership. Many UPS members who have complained bitterly about poor representation may see the creation of a new local as a possible step toward that goal. Lamar Mathis, when asked why the local was being split up, replied it was because UPSers weren't getting proper representation because he was always at a freight meeting or taking care of freight problems.

Don Scott, a member of the TDU chapter steering committee in Atlanta and a candidate against Weldon Mathis in the contested election, said,

When Don brought these points out at the May 14 meeting, Lamar responded, "We've given the very best representation possible at UPS in the past." Members quickly picked up on this double talk and weren't buying Lamar's pitiful attempt at explaining why they now were breaking up the local.

"The worst thing that is bothering us is that it seems the company is pushing this as hard as the union," Dan Karanovich explained. "If we're going to get better representation, then why is the company for this deal?"

One thing is clear amidst the chaotic situation in Atlanta. The forces for reform and tough democratic unionism are on the rise. Many members have remarked that Lamar may be able to run, but he can't hide from the rank and file. And with TDU strongly organizing among UPSers in the new Local 928, not only will the Mathis empire crumble in 728, but the movement for democracy will end up victorious in the split-off local as well.



"In recognition of your pension coming due we are giving you your dismissal notice now..."

Columbus Committee Working for Fair Pensions

One of the committees working for a fair pension-benefit schedule in the Central States Pension Fund has done a particularly fine job of getting the word out. Eulene Peters, CF Teamster in Columbus Local 413, reports that their committee has petitions out far and wide. "We've concentrated first on the big three companies, getting into breakbulks and all satellites. And also to other companies as well." They are asking that union stewards carry the petitions.

This petition calls for \$3,000 at 30 years, \$2,500 at 25 years and \$1,500 at 20 years, with no age limitations or requirements. The depth of sentiment on this pension issue is shown by how many local committees have sprung up.

How a Union Beat Double Breasting

In March the United Automobile Workers (UAW) defeated an attempt by Chrysler Corporation to get some 11,000 union members out of the contract at a "separate division" of the corporation. The story holds important lessons for Teamsters who face "separate" outfits like Con-Way West, Central and South (owned by CF), Spartan, RPS, Roberts (owned by Roadway), Saia (owned by Preston) and others.

Word leaked out in January that Chrysler, who had set off its parts-producing division with a separate name, Acustar, would sell it to make it an "independent" outfit prior to the contract. The Acustar division of Chrysler employs 11,000 UAW members making \$14 to \$17 an hour.

The UAW members, locals and International decided to take action.

- The International told Chrysler locals to begin preparing strike packages over outstanding health and safety grievances. Locals began voting by big margins to strike.

- The union suspended participation in joint programs, including the Product Quality Improvement Partnership and the Modern Operating Agreements at six plants.

- Over 1,000 UAW members demonstrated outside Chrysler head-

quarters in Detroit, tying up traffic for two hours.

By March 3, Chrysler backed down and agreed that Acustar workers will remain Chrysler workers, and therefore under the UAW contract. The 11,000 union jobs were protected.

Use Your Imagination

It does not take a lot of imagination to see that these same tactics could be used at CF, for example, to bring the 2,000 non-union Con-Way drivers and

dockmen (Con-Way East is union, by the way) under union protection. Such a move would encourage the drive to organize others, including Overnite. Akron Local 24 just organized a large Overnite terminal, proving it can be done.

The missing ingredient seems to be national union leaders who are ready, willing and able to do the job. Now use your imagination again. Use the coupon on page 12 to join TDU and help make it happen.

GEB Ignores Rank and File

continued from page 1

to do with it. What kind of "leader" naps while subordinates run the show? Not one we need in charge of our union.

A Message to the Executive Board

We are sending a message to Mathis, and to our General Executive Board, that our anger over this contract is not going to just evaporate. It's going to grow into a strong movement. Not of complainers, but of Teamsters making positive changes in our union.

We demand majority rule on all our contracts, with the right to vote on all contract supplements as well.

We demand the right to vote for our

IBT president and regional vice presidents — one Teamster, one vote, impartially supervised.

To win these big goals we know we need to be organized, and that organization is Teamsters for a Democratic Union. We invite all who agree with these goals to work with us, to join us, to learn from us and to let us learn from you. We will be working in court, in our local unions, in the terminals and shops and offices, on the picket lines, and at our next IBT Convention in 1991. That's the big news coming out of this contract experience. Not a new handpicked president, but a strong, democratic movement to guide the future of our union.

UP\$ Bailing Buckets of Bucks

Tightest Ship Sails on High

UPS is owned chiefly by or for the benefit of its managers and supervisors or their families, or by former employees, their estates or heirs.

—Policy Book, March 1983, p. 10

The "1987 United Parcel Service Report to Shareowners" reads like a long love letter to those who are enjoying the record \$784 million in profits for 1987. Recently released in time for the annual meeting of shareowners May 13, the report is also of interest to the 117,000 Teamsters whose hard work produced that profit.

Record Profits for UPS

UPS net profits, or total after-tax profits, were \$784,150,000—over three-quarters of a billion bucks—amounting to a 17.2% increase over 1986, the previous record high. 1987 profits were \$4.64 per share of common stock, of which \$1.70 per share was passed out in cash.

30 Cents an Hour for Us

For UPS Teamsters, times were not nearly so good. Hourly wages went up 30 cents, which is less than a 2% increase for a driver. Since consumer prices rose over 4% in 1987, real wages fell for UPS Teamsters. Taking inflation into account,

profits for UPS owners were up 13% in 1987.

UPS likes to cultivate the image that, in contrast to other corporations, UPS owners are just ordinary folks who work for the company. But only 15,476 of UPS' 191,600 employees—barely 8%—own any stock at all. And among these shareowners, a very small number of men own or control a disproportionate number of shares.

The biggest shareowner is Paul Oberkotter, the former chairman and chief executive officer. Oberkotter and/or his family own over one million shares worth some \$57.4 million. Seven other members of the board of directors own or exercise control over more than 4% each of the total stock. UPS ownership and control is concentrated in very few hands.

John P. Rogers, current chairman and chief executive officer, received \$384,000 in salary in 1987. (UPS' 11 executive officers shared \$2,194,550 in salary.) But for Rogers and the others, UPS stock is much more

important. Rogers and/or his family owned 192,418 shares of stock as of March 31, 1988. This stock paid \$327,110 in cash dividends in 1987. Most of the profits are not distributed as dividends, but are "retained," so the stock becomes more valuable each year. In February 1988, UPS published its willingness to purchase its own shares for \$49 a piece. At that rate, Rogers' 192,418 shares are worth \$9,428,482.

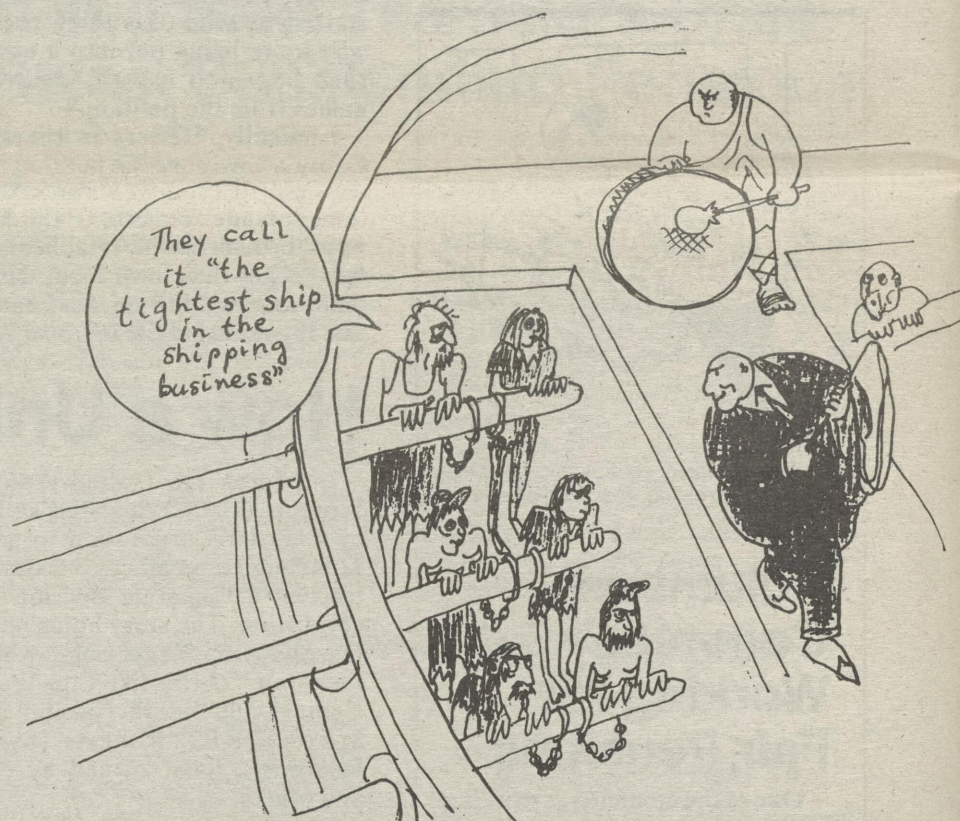
'Profit Sharing'

UPS plays up the "profit sharing" available to union employees through the UPS Thrift Plan. In 1987 the Thrift Plan paid 19.59% on the average monthly balance of

participants' accounts, certainly a better rate than a bank. But UPS' after-tax profit rate on the equity of shareowners in 1987 was 25.9%. Thus the rate of return for management was considerably higher than the Thrift Plan rate.

UPS is stupendously profitable and successful, breaking new records each year. This is nothing to criticize. Rather, UPS Teamsters should take pride and realize that our long and hard work has made this possible.

It's ridiculous for UPS to cry poor when its union employees demand fair treatment, dignity and a better contract. Even the tightest ship won't sail without our muscle.



UPS Profits After Taxes

Millions
of
Dollars:

\$800—

700—

600—

500—

400—

300—

1981 1982 1983 1984 1985 1986 1987

UPS profits have climbed from \$327,700,000 in 1981 to \$784,150,000 in 1987. Interim profits were: \$331,866,000 (1982), \$384,237,000 (1983), \$342,237,000 (1984), \$567,627,000 (1985), and \$668,966,000 (1986).

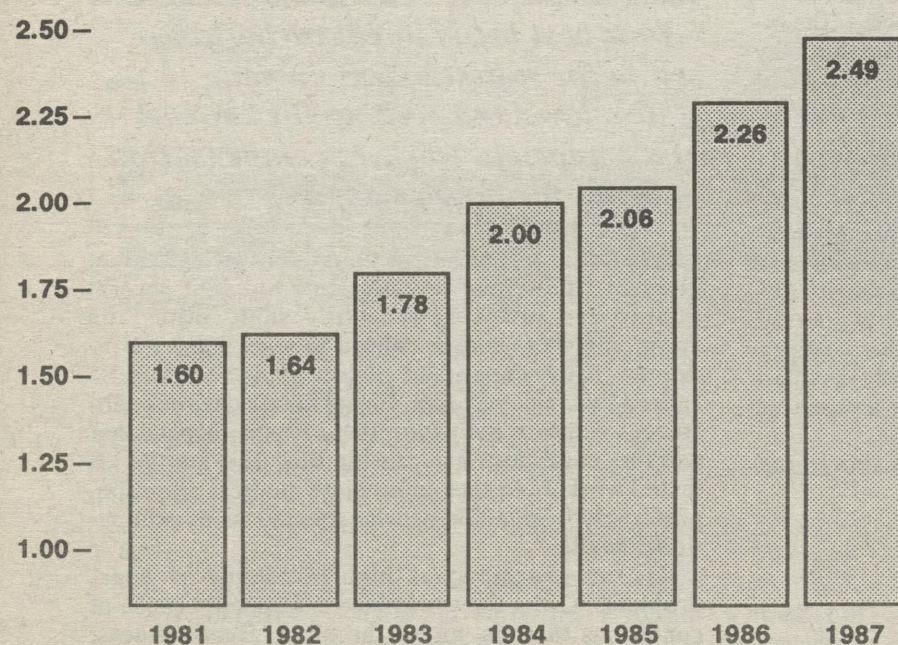
UPS Officers' Salaries and Stocks

Name	Position	Salary	Stock*	Value
Larry Breakiron	Senior Vice Pres.	\$201,850	299,065	\$14,654,185
Venard F. Cormie	Senior Vice Pres.	209,550	130,938	6,415,962
Frank Middendorf	Senior Vice Pres.	210,750	244,606	11,985,694
Kent Nelson	Exec. Vice Pres.	259,000	84,203	4,125,947
John Rogers	Chairman, CEO	384,000	192,418	9,428,482

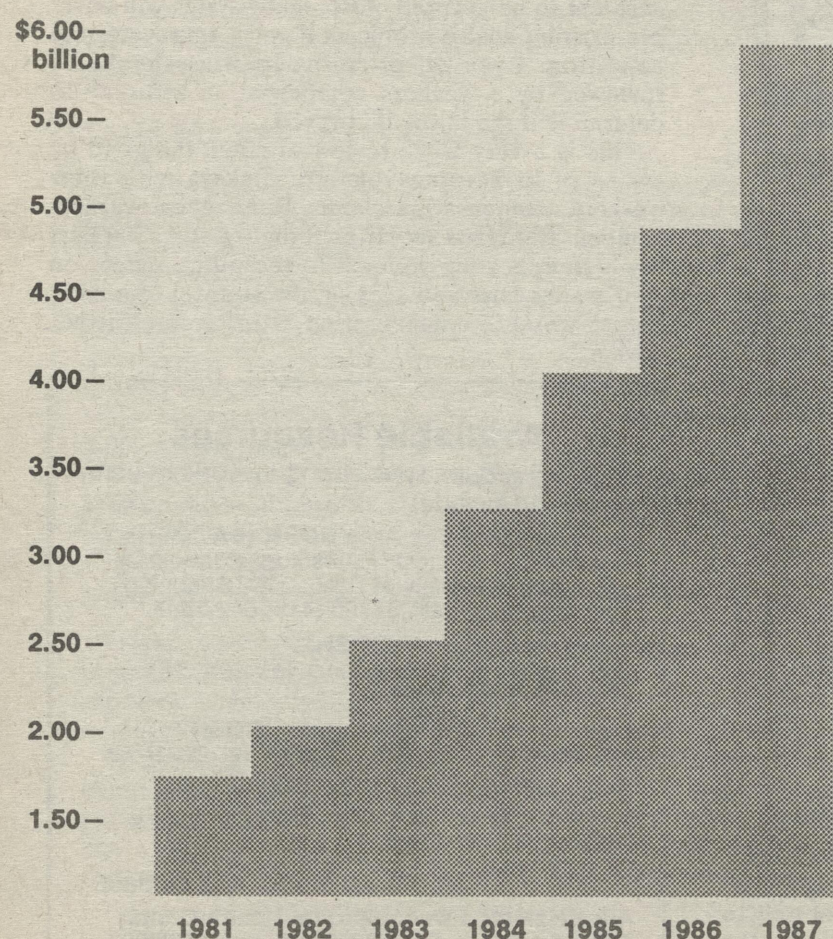
*Shares owned by officer or member of his family. Stock valued at \$49 per share, the price at which UPS has offered to purchase shares.

High Tide

UPS Delivery Volume
(in billions of packages)



UPS Total Assets
(in billions of dollars)



UPS total assets have risen from \$1.75 billion in 1981 to \$5.80 billion in 1987. Total assets were \$2.05 billion in 1982, \$2.58 billion in 1983, \$3.29 billion in 1984, \$4.16 billion in 1985 and \$4.87 billion in 1986.

UPS and Downs

Local 804 Lawsuit Takes on Two-thirds Rule.

We've reported previously on TDU's *Braxton vs. Presser* case regarding the minority rule contract we are stuck with. The second case on this issue is now also in U.S. District Court. New York Local 804 is suing both the IBT and UPS, claiming that the contract deal violates the union's duty of fair representation as well as the Landrum-Griffin Act on union members' rights. The suit calls for further negotiations and ultimately a second ratification vote on a tentative agreement, and for the court to declare that a majority must approve the contract.

UPS Chides Workers on Contract Vote.

In its recently released "1987 UPS Report to Shareowners," UPS casts blame on its workers for the minority rule on contract votes. The report admits the agreement "offers UPS the flexibility needed to provide air service features that are more competitive," but continues: "While we were disappointed that there were slightly more 'no' votes than 'yes' votes in the ratification process, it should be pointed out that more than 40,000 Teamster members failed to vote. Teamster members were advised by the union leadership when receiving their ballots that the agreement would become effective unless rejected by a two-thirds vote, an option provided under the Teamster constitution."

And so our Godfathers in Greenwich and the Marble Palace defend their mutual interests against the rank and file.

What's the Big Idea! (or) If I Had a Hammer...

First UPS snuck out on a finding of guilt for its nationwide harassment of UPSers who campaigned against the 1987 contract. The NLRB and UPS "agreed" to a limited settlement in which UPS would post notices of employees' rights under the National Labor Relations Act in centers in 20 cities. Now TDUs in these cities are reporting UPS has failed to comply with the NLRB's order to post these notices. TDUs in at least three cities have sent letters to Raymond D. Willmf in Seattle, the NLRB's compliance officer in charge of the case, demanding immediate investigation of why UPS is violating the settlement. TDUs in Florida reported in their letter, "UPS will not do anything unless they are forced into it, and are bold enough to brag to us about it." Must rank and filers take a hammer and post these notices themselves?

New Local for Pilots and Mechanics, New Jets for UPS.

The IBT has chartered a new local union, 608 in Louisville, for UPS pilots and airplane mechanics. Its jurisdiction will cover the entire country. Contracts are being concluded for pilots and crews, and for E and F (engine and frame) mechanic classifications. Parcel and small package division director Dan Darrow was appointed by Jackie Presser to be the administrator of the local until elections are held.

UPS set a record for capital expenditures of \$1.24 billion in 1987, a good portion going into its air operation. Five new Boeing 757 package freighters were delivered in August, 20 more are on order and there is an option to buy 15 more. At year end, UPS owned 84 aircraft and leased 176 others. It expects all aircraft will be flown and maintained by UPSers by late November.

The Dog Is Always Right.

Package car driver Jerry Rohlk of Billings, Mont., received an unusual, though not surprising, two-day suspension at the end of April for defending himself against an attacking dog at an industrial stop. Jerry had appealed to his supervisor on several occasions about the dog's aggressive behavior and its owner's lack of concern for his safety. On the day of the incident, Jerry avoided a bite on the leg by swatting the dog over the head with his clipboard. The dog's owner threatened to beat up Jerry and called the center to file a complaint. Jerry later received a letter of suspension from his center manager that set him straight: "As a service company, United Parcel Service will not allow any employee to treat our customers in such (un)excusable manner. Because of your rude actions to this customer, I am suspending you for two days beginning Wednesday. ..."

The dog is reportedly quite pleased with management's quick response and is still a loyal UPS customer.

UPS Teamster Quiz

We invite UPS Teamsters to submit answers to the following quiz by June 15. We will print the best one(s) next month. The puzzle: Last year our International told UPSers the best economic package they could get was a 90-cent raise and 60 cents in benefits over three years, though our employer enjoys a virtual monopoly with 75% of the package delivery industry, and record profits every year. On the master freight contract they made a tentative agreement for \$1.05 in wages and 75 cents in benefits, though that industry is reeling from deregulation, profits are down and many carriers have gone bankrupt. What is the explanation for this difference in treatment?

The Steward's Corner - Please Post

Know Your Rights Under Workers Compensation

One of the least understood protections that benefit working people in this country are those provided by workers compensation laws. Because these laws are not well understood, workers are getting cheated for their lack of knowledge. Stewards and activists should gain a basic understanding of workers compensation so they can provide valuable education to others.

You've all seen it happen: A worker is injured or becomes sick from work-related causes. At best, he reports it to the company, fills out papers and hopes everything will be all right. At worst, he fails to file because he doesn't understand his rights or is afraid of company retaliation. The attitude of many workers is *there's nothing to worry about because the company will see that injured or sick workers receive their proper benefits*. But the company may see that you receive your benefits — at the cheapest possible rate.

Remember, your company has slick experts and attorneys whose job it is to "take care" of injured workers. But the bottom line is the bottom line. Your company is concerned about its profit margin and insurance rates, and is not necessarily concerned with a safe workplace. Just as in grievance settlements, your company wants to get out of paying anything it doesn't have to. While your grievance procedure (in theory) is there to protect you, what safeguards exist

ral services, such as the Lawyers Guild, the Trial Lawyers Association or TDU.

Finally, many states and localities have occupational safety and health groups (COSHs) that work with local unions and individuals. Several of these groups have pamphlets and information you may find useful.

After you've armed yourself with the necessary information, let your co-workers know about the availability of the information. Contact every member in your barn or shop who has a work-related injury or illness and get them the information. If the injured or sick workers are receiving benefits, they may have questions during their disability. They'll need help in returning to work or if their injury worsens.

Other Available Protections

Although all state laws are slightly different, more benefits may be available besides workers compensation. For example, a totally disabled worker who cannot perform any job can apply for social security disability benefits. There is a five-month waiting period from the onset of total disability until the worker's first disability check may be issued. Totally disabled workers should apply for these benefits as soon as their condition is documented.

An injured worker, though usually not able to sue

an OSHA regulation, if it was possibly caused by a certain piece of equipment, or if it was a result of some other condition. Determine if a pattern exists and what you can do about the causes. Nothing creates unity and a fighting mood more than a job-related danger that is harming workers. If the cause is from a piece of equipment, the injured workers may have a substantial legal claim for damages against the manufacturer.

Often workers compensation is not utilized to the

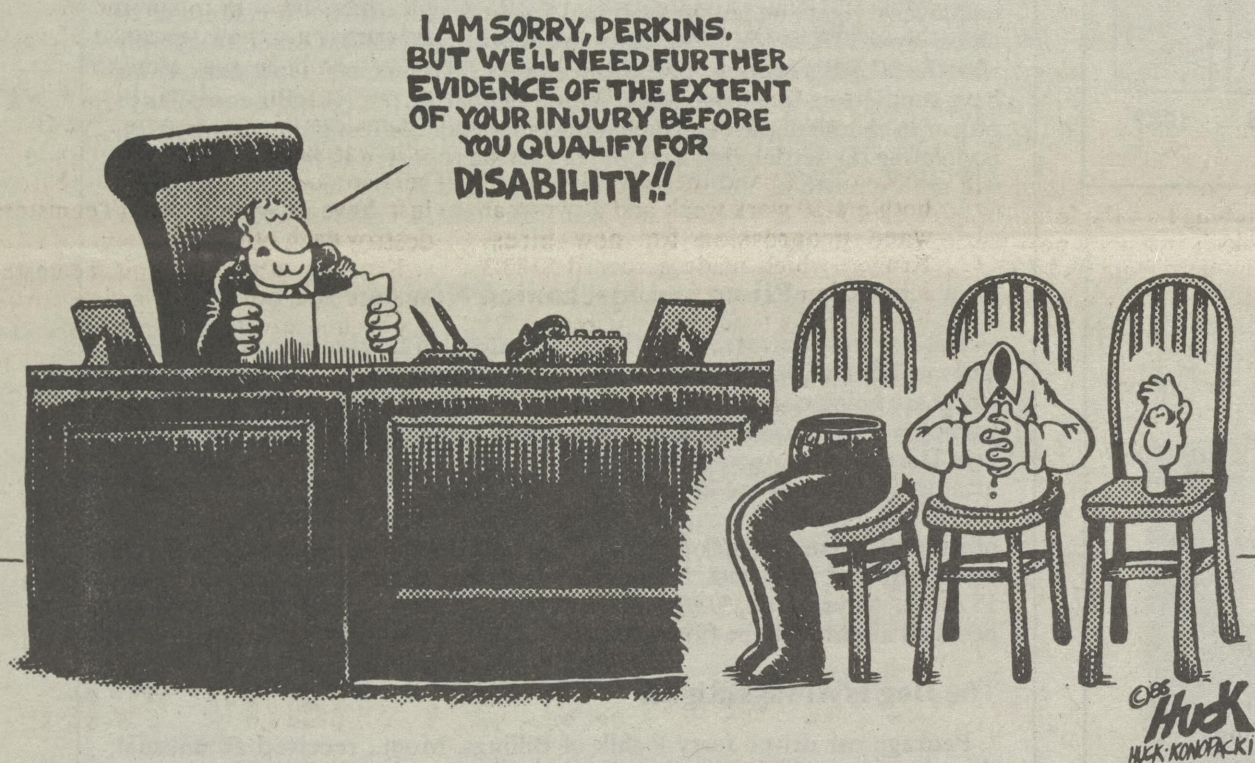
Your best bet is in educating yourself to the fullest extent on your state's laws and seeking the counsel of a competent workers compensation attorney for further advice.

fullest extent of the law in the area of occupational diseases. If in your investigation you find several people are suffering from the same illness or symptoms, these may be caused by work-related conditions. An occupational illness or disease can be caused by toxic materials, diesel fumes or other substances workers are exposed to. If you suspect that working conditions are causing illnesses, get the affected workers to seek immediate medical attention, preferably from a doctor who specializes in occupational health.

Drivers experience a high incidence of heart problems. Often the workplace is a specific cause of conditions that can injure the heart. Heart attacks, heart disease and high blood pressure may be compensable illnesses if caused by noise, stress, pressure from management, exposure to chemicals and dust or other harmful materials.

Workers should receive compensation benefits if they suffer from an occupational disease. Every time a worker is sick, the facts should be studied to see if the illness is covered under your state's compensation laws. In many cases, there doesn't have to be an accident to be covered. Also, many states will cover pre-existing health problems if work aggravates the condition. Even off-premises injuries should be reviewed by a workers compensation attorney to determine if the injury is covered.

This is a very basic review of some things to be aware of in helping your co-workers with their workers compensation claims. Remember, workers compensation laws vary from state to state. Your best bet is in educating yourself to the fullest extent on your state's laws and seeking the counsel of a competent workers compensation attorney for further advice.



to make sure you get everything you have coming to you when you are injured or become ill? Having a workers compensation "expert" in your shop or barn can be a big step toward protecting your rights.

Educate Yourself

First, get a copy of your state's workers compensation laws. This is available from the workers compensation commission in your state. Many states also provide pamphlets in a question and answer form to help you get through the difficult "legalese" you'll find in the law.

Second, contact your local union to see what additional materials are available to help you understand the law. If the local has nothing available, contact your local or state AFL-CIO office. Chances are they'll have information available.

Third, inquire if your local union has an attorney on retainer or an attorney who handles compensation claims. Get that number and use it when you have any questions. It's always best to get some sound legal advice. You may find it preferable, depending on the representation available at your local union, to find a workers compensation attorney through other refer-

the employer, may be able to sue a third party responsible for the cause of an injury, such as in recent suits against TODCO, which manufactures the Jifflox dollies. The employer may be sued in cases of "intentional tort," where obviously dangerous conditions certain to result in injury have been allowed to exist.

Other state laws may apply relating to handicap discrimination, the employer's retaliation against an employee for filing workers compensation claims, or other questions of labor law, for example. It's also important to know how pension benefits, vacation pay and other fringe benefits will apply while an injured or sick worker is out on compensation.

Investigating the Workplace

If there are commonly occurring injuries, chances are they are caused or aggravated by working conditions. Your job as a steward or activist is not only to help the injured workers, but also to eliminate the causes of such injuries. This is where investigation comes in.

On any injury or accident, make an inquiry into why, when, where and how it occurred. Try to find out if the injury was a result of the company's violation of

Available Resources

COSH groups specializing in workers compensation include:

San Francisco Bay Area COSH (BACOSH)
c/o Glenn Shor, L.O.H.P., Institute of Industrial Relations, University of Calif., 2521 Channing Way, Berkeley, Calif. 94720 (415) 642-5507.

New York COSH (NYCOSH)
275 Seventh Ave., 25th floor, New York, N.Y. 10001 (212) 627-3900

North Carolina OSH Project (NCOSH)
Box 2514, Durham, N.C. 27705 (919) 286-9249

Philadelphia Project OSH (PHILAPOSH)
511 N. Broad St., Suite 900, Philadelphia, Pa. 19123 (215) 925-SAFE.

For the COSH group nearest you, contact:

Alice Hamilton Occupational Health Center
410 Seventh St., S.E., Washington, D.C. 20003
(202) 543-0005.

TDU, through the TDU Legal Network, can help you to locate an attorney in your area. Call or write the TDU office for assistance.

Kroger Contract Crucial for Pension Parity

Negotiations are under way for the master language that will be inserted later this year in most of the contracts covering thousands of Kroger drivers and warehouse workers. It is expected that new language will be agreed on by September. Kroger employees had better understand what is at stake.

The master language has been especially controversial since 1979 when TDU organized a big rejection of a two-tier deal that union officials Bud Smith and Bobby Holmes recommended. The contract is now bargained by Bud Smith Jr. In 1986, the company won language freezing pension contributions at \$61 per week. By comparison, UPS is currently at \$73 per week, and freight at \$69. Both of

them will go up, with \$8 per year in the new freight contract allocated to pension and health-and-welfare contributions. Kroger Teamsters must get parity, or face permanent second-class status on pensions. The pension issue is crucial to the majority of Kroger Teamsters who are in the Central States Pension Fund. Central States calculates all benefits earned since 1986 on the basis of total employer contributions made.

Another important issue is the trend of local sweetheart deals that undermine union standards. For example, the Kroger operation in Batesville, Miss., has been operating under a union contract that pays \$7.25 per hour—a shocking situation. This deal

not only hurts those Teamsters but also provides a way for the company to run away from higher wages at its Memphis distribution center (see story below).

Kroger Teamsters need protections to stop the subcontracting of jobs to non-union operations. A petition addressed to Jackie Presser has circulated among Kroger Teamsters, asking for stronger protections on subcontracting and the right to follow work.

TDU has taken legal action on several national contracts to ensure a right to vote on any changes. This

should benefit Kroger Teamsters, if enough are united and informed. We have been able to vote on master language, except in 1982 when no major changes were made.

These negotiations should produce real gains on the crucial issues listed above. But if we sit back and rely on Bud Smith Jr., we will very likely be disappointed. Local union officers have been willing to say NO to bad Kroger contracts in the past and hopefully will again. The members need to send a united message to the corporation and those who negotiate for us.

Mississippi Kroger Teamsters Organize for Contract Solidarity

A major example of the need for solidarity in our industry can be found at Kroger's frozen-food warehouse in Batesville, Miss., where Teamsters are fighting the company's concession demands.

The work at this small warehouse was originally taken from Kroger's warehouse in Memphis, and a substandard contract was implemented. Batesville has some of the lowest Teamster grocery wages in the country, with full-time hourly pay at \$7.25 (about 50% lower than full-time pay in Memphis). This contract expired recently. Kroger has now made a "final offer," which includes demands for an increase in the casual workforce from 15% to 20%, and the introduction of both a 4-10 work week and a two-year wage progression for new hires. Kroger, which made a record \$183.3 million in after-tax earnings last year, has offered a token wage increase—25 cents per year for three years—and a \$1,000 signing bonus.

The company is threatening to move the work from Batesville back to Memphis if this insulting contract isn't approved. Unfortunately, Batesville

Teamsters aren't getting much support from Local 984 in this struggle. When they asked for authorization to extend their picket lines to Memphis, should they strike, the local was noncommittal. Nor has the local taken the obvious step of working to bring the Batesville contract in line with the Memphis contract, which expires later this year.

In the face of this difficult situation, Kroger workers are taking action. Teamsters from Batesville and Memphis have been in touch and are considering what they can do. In the past there has been suspicion and resentment among Memphis Kroger Teamsters toward those at the Batesville warehouse; in fact, a company supervisor has been heard to say that "we just have to watch you (Teamsters) destroy each other."

Kroger's attempt to pit Teamsters against each other by diverting work to a warehouse with a substandard contract is a disturbing trend. Even more disturbing is Local 984's unwillingness to take a strong stand against this union busting. All Kroger Teamsters have a stake in this struggle by Batesville and Memphis workers.

Grocery News

Bargaining Continues in Northern California.

Teamsters in Northern California are fighting to defend the strongest contracts in the industry against attacks by Fleming, Safeway and Lucky.

Fleming has been the leader of the employers' attack, demanding concessions in Northern California and elsewhere. In Fremont, Calif., and in Oregon, Fleming has imposed its demands as contracts expire. The contract in Sacramento is also open.

Western local unions have initiated a solidarity drive to fight back. As we go to press, more meetings of local union officers are taking place.

The International has shown encouraging signs of coordinating a national strategy against Fleming. The union goal is to settle a number of local Fleming contracts, covering thousands of Teamsters, using the threat of a national strike by extending local picket lines to other Fleming warehouses.

Meanwhile, Safeway and Lucky agreed to two-week extensions of their Northern California contracts, and are undoubtedly watching how the International stands up to Fleming. Neither Safeway nor Lucky is in a good position to take a strike—Safeway is still trying to pay off the debt from its \$4.3 billion leveraged buyout in 1986, while Lucky is in the process of arranging a leveraged buyout (which would involve going into debt) to fight off a takeover attempt (see story below).

Unity among Northern California Teamster grocery locals has been good, with increasing signs of a rank-and-file willingness to fight. Full-time wages for drivers and warehouse workers in this area are in the \$16 per hour range, setting the industry benchmark.

Local 952 Says NO to Two-Tier.

In a related development, Southern California grocery TDUs are organizing in anticipation of their master contract's expiration this fall. At the last Local 952 meeting, members passed a resolution in opposition to any two-tier wage scale in the next master contract.

The move toward unity is vital in the food-warehousing industry and has implications for grocery Teamsters far beyond California. Major corporations such as Kroger have many local contracts coming up this year. Virtually every Kroger local union stood alone in the last two contracts and took a lousy contract rather than strike in isolation. The International offered no help. As one example, Presser's own Local 507 told the corporation that if the drivers struck, Local 507 warehousemen would cross the lines! As a result, Kroger Teamsters are now behind in wages and conditions, although they work for the largest retailing chain in the industry.

Lucky to Be Bought Out.

Lucky Stores, the nation's sixth-largest food retailer, has agreed to a leveraged buyout by a New York investment-banking firm. This move was in response to an attempted takeover of Lucky by American Stores (owner of Alpha Beta and Star Market).

In a leveraged buyout, the buyer goes into debt to raise the money to purchase a company's stock. Once the debt is incurred, management usually expects rank and file workers to pay for it. After Safeway agreed to a \$4.3 billion leveraged buyout in 1986, they threatened to close or sell any division that didn't take concessions. Many union jobs have been lost since then. Lucky has already announced plans to sell its Arizona and Florida operations to pay for their buyout.

Despite Lucky's maneuvering, as *Convoy Dispatch* went to press American Stores was still a strong contender to end up as Lucky's new owner. News reports had American willing to increase its bid for Lucky stock, and go to court if its bid wasn't accepted.

Goodie Pays for Being Bad

Justice Delayed 7 Years, But Workers Finally Win

For 15 employees of Goodie Brand Packing Corp. in New York City, a seven-year battle against their employer, and sometimes against the National Labor Relations Board, finally ended happily with back-pay awards totaling over \$130,000.

Workers Picket to Support Steward

The story began in 1981 when TDU member Roberto Sanchez was elected shop steward. The union, Local 202, had not provided grievance forms to the previous shop stewards. Sanchez used his TDU education to demand grievance forms and filed 45 grievances on various contract violations within three months. The company responded with harassment and a flood of warning letters. Finally, Sanchez had a minor accident in his truck and was fired. The next week 40 workers picketed Goodie's in protest of Sanchez's discharge. All were threatened with termination if they did not return to work.

Sanchez filed charges with the NLRB alleging that his termination was an unfair labor practice. The striking workers filed a charge claiming their strike was protected because it was protesting the unlawful termination of Sanchez. The NLRB found merit to the charges and issued a complaint. After a hearing the company voluntarily reinstated most of the workers. The judge ruled in favor of the strikers, but his decision was reversed on appeal by the NLRB in Washington, D.C.

With the assistance of attorney Daniel Clifton, the workers then appealed to the U.S. Court of Appeals, which overturned the NLRB decision and ordered the Board to reconsider. The company continued to fight on every possible point resulting in more trips to the Board and the Court of Appeals. At last, in April 1988, the company reached the end of the road and agreed to pay up. Though justice was delayed, in the end it was not denied.

Local 807

Regional Workers Score NLRB Victory

TDU member Fernando Sanches has won an NLRB victory that could result in back pay of well over \$500,000 to 28 former employees of Regional Import and Export Trucking and Regional Distribution and Warehousing Service of Jersey City, N.J.

Although the Regional employees were supposedly covered by the master freight agreement, riders previously negotiated by Local 807 set the top wage scale in 1985 at about \$13 per hour when NMFA drivers were earning \$13.71. During negotiations in 1985 the company cried poverty and demanded a 15% wage cut and other concessions. The workers rejected the concessions and approved a contract providing for wage increases of 50 cents per hour each year.

Regional Created Newport to Bust Union Contract

Unhappy with the results, Regional made plans to sidestep the contract. In February 1986, a "new" company, Newport Transportation, began operating in Kearny, N.J. Run by former Regional management, Newport serviced many of Regional's accounts and used Regional's trucks (with the Newport name now on the side). Newport employees were represented by Teamsters Local 819 and earned \$3 to \$5 per hour less than the Regional workers.

Alarmed by this ploy to eliminate their jobs and union wages, Regional workers turned to their local for help, where they heard a familiar story: the local was looking into the situation but it would take time.

After Local 807 threatened Local 819 with a jurisdictional complaint at the Joint Council, Local 819 turned the shop over. Local 807 then negotiated a

contract similar to 819's, with minor improvements in welfare and pension benefits, but overall well below the standards in the Regional contract.

Workers Fight Back

By June 1986, most of the Regional employees had been laid off and told that it was unlikely Regional's business would pick up. After several fruitless meetings with company and union officials, the workers turned to TDU for help. TDU staff met with the workers and referred them to attorney Marty Garfinkel.

With legal counsel, the employees filed unfair labor practice charges against Regional and Newport, alleging that Newport was the double-breasted *alter ego* of Regional, set up to avoid the union contract. Another charge against Local 807 accused it of failing to represent the Regional employees.

NLRB administrative law judge

Presser Takes Leave

Jackie Presser, who has been convalescing at a \$3000-a-day resort in Scottsdale, Arizona, for the past six months, announced May 5 he is taking a 120-day leave of absence. Per Article 6 Section 8(b) of the IBT Constitution, Secretary-Treasurer Weldon Mathis is now the acting president.

Presser checked into the Cleveland Clinic on May 3. On May 11 he was transferred to a Phoenix hospital, reportedly with tumors on the brain. He is not expected to return to the job, nor stand trial July 12 for the ghost-employee scam.

It is not yet known how this will affect the trial of his co-defendant in the racketeering case, Harold Friedman,

Robert Snyder found both charges were valid. In February 1988, he ordered 28 employees of Regional reinstated to their jobs or to jobs with Newport with full back pay at the wage rate under the Regional contract. Judge Snyder found that Local 807 had not properly represented the workers and that it was liable for the back pay along with the employers.

According to attorney Garfinkle, the parties are attempting to negotiate a settlement that will involve thousands of dollars for each employee. These workers refused to give up even though their local union refused to challenge the employer's attempt to evade their contract. Their persistence was well worth it.

Attend Your Local Union Meeting

an International vice president. Presser's defense was based on his moonlighting as an FBI informant, reporting on other Teamster officials. Friedman has not raised this defense.

A power struggle is currently in progress for the top job, and also the number two (secretary-treasurer) position. The vacancies will be filled by the remaining GEB members choosing one of themselves for the terms. This is how Presser was appointed in April 1983.

TDU is in court in the *Theodus vs. McLaughlin* case, aiming to have this system of self-perpetuation ruled illegal. Our goal is the Right to Vote on a one-Teamster, one-vote basis.

TDU Meets

Akron

Tuesday, May 24
Three Meetings
7:30 a.m.-10 a.m.
2:30 p.m.-5 p.m.
7 p.m.-9:30 p.m.
Montrose Inn
4015 Medina
I-77 and Rt. 18, Akron, Ohio

Atlanta

Saturday, June 4
7:30 p.m.
College Park Fire Department
Sullivan Road
College Park, Ga.

Cincinnati

Wednesday, May 18
Three Meetings:
9 a.m.
1:30 p.m.
7:30 p.m.
Days Inn
U.S. 42 and I-275
Sharonville, Ohio

Delaware Valley

Sunday, May 22
11:30 a.m.
General meeting and election of chapter officers
1501 Cherry St.
Philadelphia, Pa.
Information: (215) 724-1571 or (609) 478-2879

Illinois

Tuesday, May 24
9:30 a.m. and 1 p.m.
Holiday Inn
I-80 and U.S. 51
Peru, Ill.

Indianapolis

Wednesday, May 18
Three Meetings:
9 a.m.-11 a.m.
1 p.m.-3 p.m.
5 p.m.-7 p.m.
Ramada Inn South
(off of 465, Exit 52)
South Emerson Avenue
Indianapolis, Ind.

Lansing

Carhauleders Contract Meeting
Saturday, May 21
1 p.m.
American Legion Post 269
Haslett Boulevard
(across from Harry Holden Chevrolet)
Haslett, Mich.

Long Island

Sunday, June 12
Time and place to be announced
Information: (718) 834-0631

Milwaukee

Sunday, May 22
Noon
Veteran Park
5607 South 6th Street, Milwaukee

Southeast Michigan

Carhauleders Contract Meeting
Sunday, May 22
10 a.m.
TDU office
7437 Michigan Ave.
Detroit

Sacramento

10 a.m. to noon
Clunie Community Center
El Hambre and F, Sacramento

Southern Cal

Sunday, June 12
10 a.m.
Guirado Park Meeting Room
5760 Pioneer Boulevard
Whittier, Calif.

Organizer's Report

On the Move in the Western States

Doug Allan

TDU Western Area Organizer
Local 208 (Retired), Los Angeles

At the 1986 IBT Convention, Jackie Presser went out of his way to make the affair look like a democratically run

At every TDU meeting new members joined our movement, contributions were made to cover our expenses and Teamster brothers and sisters made our experience on the road comfortable.

convention, knowing he had it rigged to his advantage. He did a good job until the last hours of the last day when he stated, "We attended the funeral of TDU this week. They died."

Well, it's too bad Jackie couldn't go on the recent organizing trip that my wife, Mary, and I took to the Northwest. He would have seen some very lively corpses. The enthusiasm and

dedication to TDU and the rank and file movement was tremendous. TDU is alive, well and growing in Sacramento, Calif., Eugene and Portland, Ore., Seattle and Spokane, Wash., and Vancouver, British Columbia.

In Vancouver, where Canadian Conference of Teamsters director and IBT Vice President Ed Lawson thinks he has Jack Vlahovic, Diana Kilmury and other TDU activists isolated in a small 300-member local, rank and filers are actively pursuing democracy for Teamsters in British Columbia. (No corpses here.)

Our brothers and sisters in Seattle really have it together. They put on a well organized and informative program featuring, in addition to myself, a former Teamster attorney who is now an arbitrator, and a labor educator. The only problem was we had to end the meeting in two and a half hours. Some 30 people were still discussing everything from democracy to changing the union structure to working conditions and labor law when Mary and I had to leave for Spokane. (Definitely no corpses here.)

Rank and filers from many crafts attended the meetings in Eugene and

Portland and were ready with good questions and comments. The atmosphere in those two cities is very upbeat and TDU continues to grow. The rank and filers who set up those meetings deserve a pat on the back for the great job they did. (No corpses here either.)

In Sacramento, we attended the first Stewards Council meeting of Local 150, where 10 of 11 TDU candidates were elected to office last year. Over 100 stewards attended the five-hour meeting. The Stewards Council promises to be a center of activity in the local. Now that many of the TDU chapter's leaders are in office and busy with their duties, other members are emerging as leaders and keeping the chapter's vitality. Again, TDU is alive, well and on the move in Sacramento. (Sorry about that.)

At every TDU meeting new members joined our movement, contributions were made to cover our expenses and Teamster brothers and sisters made our experience on the road comfortable. We cannot emphasize enough how great it was to meet so many enthusiastic and dedicated people. TDU is alive and well and growing in the West.

Ryder's Tailoring of Advantage Creates Confusion on Merger

There is great confusion concerning Ryder's intentions about CCI and the newly acquired Convoy Company. Will the operations be merged or not? A big part of the confusion comes from Ryder's desire to tailor each local situation to its own advantage. Consider the following two letters from Ryder:

On Feb. 26, 1988, James Cobb, Ryder's labor relations director, wrote to Joe Canales of Houston Local 988: "As per our many telephone conversations lately, I would like for you to have some preliminary discussions with the stewards ... of both Convoy and Commercial Carriers, Inc., concerning the proposed consolidation of operations

in Houston. As a part of putting them together it is necessary that we have some competitive relief regarding the handling of BMW and Peugeot traffic."

Three weeks later, on March 18, Chicago CCI terminal manager Joe White wrote to Chicago Local 710: "Toyota has agreed to allow Ryder to retain all traffic with the concession that we still operate as separate carriers." Not only does this contradict Cobb, when Chicago CCI drivers asked Toyota, they were told the division of traffic between CCI and Convoy was up to Ryder. Ryder is using the one-man Convoy terminal to try and force the CCI owner-operators to sign a new,

dramatically substandard lease.

Meanwhile, in the Western Conference, Ryder System announced it would merge the Oakland CCI terminal with the San Francisco Convoy terminal. This might look like a missed opportunity to play one subsidiary against another until you realize Ryder has available the recently purchased General Overland Auto Transport (GOAT) in nearby Benicia. Members of both locals involved will need to keep up good communication to maintain conditions. For a good example of how to do just that, read the article on Houston CCI-Convoy drivers on this page.

CCI, Convoy Drivers Stop Cut Rate in Houston

Ryder System specializes in playing one terminal, or subsidiary, or section of the country against another to line its pockets. Drivers at CCI and at Ryder's newly acquired Convoy Company in Houston have provided a model of how to respond to such efforts. We reprint below a leaflet circulated there, followed by a letter to James Cobb, director of labor relations for the Automotive Carrier Division of Ryder Systems. Because of communication between Ryder and Convoy drivers, the drivers exposed a baldfaced lie by Ryder regarding the level of rate cut taken on the BMW traffic involved. The letter was signed by nearly all CCI drivers and by a majority of the Convoy drivers.

The Houston drivers should be commended. But Ryder has more tricks up its sleeve. It will take changes in both our contract language and our union enforcement structure to put an end to these divide-and-conquer tactics.

Attention Drivers!

Apparently, the Ryder Automotive Carrier Division was not convinced by the unanimous vote from the stewards

and committees to reject its proposal on running mile for the BMW business out of Houston. They tried once again to get this proposal through, this time by bribing everyone with a free breakfast. ...

Before any vote is made on this running mile proposal, please consider the circumstances surrounding this matter. We have already been told by the president of the Ryder A.C.D. that the best they can do on the BMW traffic is full rate-half rate. So why settle for running mile when they are willing to settle for full-half? By comparison, the actual rate (not to be confused with the bogus rate as stated in the letter from James Cobb to Joe Canales) is less than one cent per unit per mile lower than the rate for hauling other units out of Houston. In fact, the 12.85 cents per mile in relief already granted in the form of frozen rate on return loads is more than enough to subsidize the BMW rate. Ryder A.C.D., along with all the other major carhaul carriers, is trying to produce a doctrine which would allow them to trim the drivers' pay anytime there is new traffic, or a

change in old traffic. ...

We the drivers must take a stand against the company's constant attacks on our paychecks. The fact of the matter is not that Ryder A.C.D. needs economic relief on this traffic in order to make a profit. They want economic relief in order to fatten those profits.

Please, don't get me wrong. That was a very delicious breakfast they provided us with, and I thank them for it. ...

If you feel that this traffic warrants no form of economic relief ... I would like to have your signature on the sheet that will accompany this letter to Mr. Cobb.

Dear Mr. Cobb:

We, the drivers for Convoy Company and Commercial Carriers, Inc., have met to discuss your request for economic relief in the form of running mile pay. ... It is our finding that the 12.85 cents per mile in relief provided for in the form of frozen rate on return loads is sufficient to subsidize the out-bound rate on the BMW traffic, and that this traffic warrants no further form of economic relief of any kind. Therefore, your request for economic relief on the BMW traffic out of Houston is denied.

Please find on the enclosed sheet the signatures of all drivers opposed to any form of economic relief in conjunction with reduced mileage pay on the BMW traffic.

Sincerely,

Drivers for Convoy Company
and Commercial Carriers, Inc.
Houston, Texas

Coveralls and More Carhaul News

continued from page 12

minal. It supposedly has a contract with the Ornamental Iron Workers of America. The strange part is that this Portland, Ore., based company is reportedly set to take on the releasing work at the Flat Rock, Mich., Mazda plant. When a BA began moving to sign the company up under the carhaul contract, he was reportedly waved off by a top IBT official.

How to keep our industry union and our contract strong was a feature of our last issue. We're glad to hear that Local 299 is putting up strong resistance to a non-union outfit trying to "driveaway" heavy-duty trucks from a yard outside

Member Writes on Employers' Demands

In our March issue we outlined the employers' demands on the carhaul contract. These demands show the tremendous arrogance of management. But many of the demands are not serious. Management will be thrilled to keep the contract it has. We must guard against new takeaways. But in the end, carhaulers will need changes that make the contract consistent and enforceable. That is what really frightens management. Below, an Albany, N.Y., Anchor driver comments on a few of management's choice proposals for the national agreement.

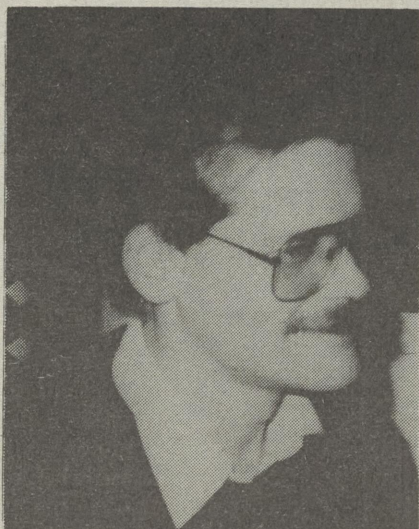
Tiered Wage System (70%-80%-90%): Perhaps they didn't think we were serious in 1985 or maybe their memories are just short—something they also would like our paychecks to be. These people are amazing. Try delivering just 70% of your trips your first year and see how long they keep you around!

Article 22: Here's another one from '85. The companies want to be free to propose and seek approval for more competitiveness without showing us the rail rate for a comparison. In other terms, they want us to take their word that the railroad rate is threatening to undercut them. I guess we all know how much their word has meant in the past.

Article 24: If you get jailed for complying with a company directive, they are willing to pay for your meals. (Food is provided inmates at no charge.) However, they want you to pay for your own attorney. I wonder if this means they are contemplating an increase in criminal activity?

Article 2, Section 9: Presently, yard workers can vote down modifications of wages and incentives in their contract and that is the end of it. Well guys, the new proposal is only a minor one. It's also a simple one: If you vote NO, they just want to have the right to hire someone else to do your job. They think it's a reasonable request. What do you think?

Plan Now to Attend the 13th Annual TDU Rank and File Convention October 22 & 23, Atlanta



—John Morud, UPS package car steward, Local 162, Portland, Ore.

Due to the growing interest in TDU, and the UPS contract last year, many TDU members and supporters sent me to the TDU Convention in Windsor, Ontario. After reporting to my supporters on what a great experience I had, meeting other members, attending seminars, and discussing mutual problems and concerns, about 10 members have decided to go to Atlanta. I guess they don't want me to have all the fun. When you attend the convention, you not only see what TDU is, you can feel it—in the meetings, on the convention floor and in the voices of the people you talk to. See you there.

See future issues of Convoy Dispatch for more information on the TDU Rank and File Convention, or contact the TDU national office for details.

Western Conditions Under Renewed Attack

CCI drivers in Phoenix have noted dramatic cuts in the mileages paid on long runs, such as to Bowling Green, Ky. PMT has announced it is unilaterally ending its long established past practice of paying hub miles. Once again we're being dragged down to the lowest common denominator rather than raised to the highest level.

On the hourly front, two out of three surveyor (damage inspection) jobs have been lost in Long Beach Local 692's CCI yard, not to non-union but simply because management has piled this work onto the drivers. Of course, if drivers protect their jobs and the product with thorough inspections,

this change may very well cost CCI money rather than saving it.

Hourly Pay Problems

But CCI is also making it harder for drivers to collect hourly pay. An April 25 memo from terminal manager Mike McCormick went to Long Beach, Montebello, Phoenix, Pt. Hueneme, Port Terminal, Rancho Cucamonga and Santa Fe Springs and includes the following time bomb for hourly pay: "Drivers experiencing delays and breakdowns while loading (regardless of the loading site) are required to contact a loading supervisor, who will either take you off the clock or provide

you with work while the delay is remedied. If a loading supervisor is not available, you must call your dispatcher for instructions." Drivers in the East and Central/Southern can testify that this is the opening shot in a war on collection of hourly pay.

In a similar case at PMT, drivers are being written up for failure to call in to a "big brother" computer system when fueling, at the beginning and end of each drop, at the start and end of loading, etc. The big problem is management wants these calls made without paying for the time. It sounds like someone's brother-in-law sold the company another useless piece of

automation to keep track of drivers.

But an even more serious threat will come as outright pay cuts, such as in a proposed "Auction and Traffic Rider" for CCI drivers in Southern California Local 63. The deal would eliminate the West's standard hourly loading pay in favor of a \$2.50 per unit loading fee and \$2.90 for unloading.

Some such cuts haunt us from the past. A deal cut by Western Conference union co-chair Ernie Freitas several years ago cut the pay for dead-heading from Oakland to Benicia in the Bay Area: "One half hour pay regardless of lapsed time is all that will be paid for that portion of work." Although the deal explicitly says, "To be reviewed and agreed upon every 30 days," that part has never been obeyed, but the pay cut has lived on for years.

The West is now being hit by the whipsawing that has hurt the rest of the country for years. With the growth of running-mile pay schemes in the Central/Southern, it is likely the slightly higher mileage rates do not offset Central/Southern's lack of hourly pay for loading, fueling, paperwork and driving within city limits. This means management will soon tell Western Conference drivers to take a cut or let it be hauled by cheaper drivers.

There is no end of bad news because this will get worse as the contract clauses requiring equalization of hauls between locals become more and more dead letters. It is clear this protection is in danger, since the union has been sitting on two ironclad equalization grievances for well over a year.

Freight Contract Highlights Issues for Carhaul Contract

Protect Our COLA When It Counts

A change in the COLA language of the tentative freight contract should warn car haulers. In the 1985 contracts, freight's Cost of Living language was suspended and carhaul's kicked in only if the COL formula would have yielded payouts exceeding our wage and benefit increases (70 cents) in any year. Over the past three years, the Consumer Price Index (CPI) has risen 28.4 points. On a ".3" formula, this would have yielded a 95-cent COLA payout over the three years.

Now inflation is rising at a rate most economists predict to be in the range of 5% to 6% per year, which makes COL protection even more important. The tentative freight contract has a "cap" of 35 cents a year in the COLA, which is only 2%. So over the next three years, if their contract is ratified as it is, freight drivers will lose 3% to 4% of their income each year, or about 10%

during the life of the contract. If inflation were to increase more, the damage could be devastating.

If you don't want to take a 10% cut in your family's standard of living, do not settle for a cap on the Cost of Living clause. We want our COLA restored to what it was before the concessions. And we certainly don't want a cap to limit it to 35 cents a year, which is no protection at all.

30-and-Out at \$2,000

Car haulers throughout the Central/Southern region are joining Teamsters in the Central States Pension Fund calling for pension improvements to match those gained last year by Local 710 for its UPS members. The Local 710 UPS benefits grant a \$2,000 pension after 30 paid-in years no matter what the age of the member.

Freight Teamsters are furious that

the pension being proposed for them won't give the \$2,000 unless a member has reached 65. And to get that he'd still have to wait until April 1989. In fact, under the proposed benefits, a member with 30 years of contributions would receive only \$1,250 at age 57.

Whatever the outcome for the freight contract, it is perfectly reasonable for car haulers to demand that our profitable employers kick in pension contributions to match the superior benefits of the Local 710 UPS drivers. A full pension at 30 years will open up jobs for younger drivers and will mean more members will get to enjoy their retirement years without having to work so long that the pension becomes a dead man's pension.

GM Haulers Push Coverall Policy

Phoenix Arizona CCI employees are disappointed to learn management's recent pleas for cooperation and communication are a one-way street. Management at several GM haulers has recently been putting renewed emphasis on GM's policy of coveralls being worn when moving or loading units. This is supposed to reduce scratching and soiling of vehicles. What CCI management has failed to grasp is that coveralls that are comfortable in Detroit or Framingham can be stifling in the Arizona desert.

Several members and stewards approached management to request a shift from 65% polyester coveralls to a cooler, all cotton model. Sad to say, Phoenix CCI management has refused to take the problem seriously. It seems they don't have a clue what it's like to crawl into a car that's been sitting in the sun, drive it up on top of a truck and then climb out 14 feet above a concrete lot. In those circumstances staying as cool as possible is a matter of safety as much as comfort.

We are pleased to report on the coverall front that PMT in Fremont did obtain new coveralls for their yard crew. Of course, the coloring dye in the old model was causing people to break out and miss work. But it does show that GM does not require people to suffer in their coveralls.

A recent visit to Anchor Motor Freight's railhead in Winston-Salem showed another aspect of running-mile deals to take traffic off the rail. Winston Anchor has layoffs because much of its traffic is now coming from

Texas on new running-mile deals.

Great to hear of the strong response to our petition on the Central States pension at Complete Auto Transit's Moraine, Ohio, terminal. People reportedly asked how they could get the news more regularly. It's simple folks, just give us a call.

Sad to hear more bad news from the recent Southern Conference Grievance Panel in Tampa. Nashville Local 327 drivers cannot believe how the panel refused to order pay for a driver required to fuel his own truck, since this had been won before. But the panel says it's OK for this CCI driver to work for free. Isn't it funny how management always has binding precedents and ours just don't seem to last.

A strange rumor about Port Services, which recently displaced yard workers at CCI's Oakland, Calif., ter-

continued on page 11

Join TDU Support Your Right to Know

TDU has been publishing Convoy Dispatch for over 12 years. The Convoy is the fearless voice of the rank and file, bringing you up-to-date and accurate reports on our union, our employers and our movement for a strong, democratic union. In an era when the control of publishing and broadcasting—the very tools of Free Speech—are increasingly in the hands of multi-national corporations, TDU is dedicated to telling the rank and file's perspective. Another big reason why you're counting on us, and we're counting on you to join TDU.

TDU MEMBERSHIP APPLICATION

Name _____ Local Union # _____
(please print)

Address _____

City _____ State or Province _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

____ \$30 membership fee for one year's membership & subscription to CONVOY DISPATCH.

____ \$75 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

____ \$15 for spouses; retirees; & Teamsters who gross less than \$12,000 a year.

☐ Check or money order ☐ Cash

☐ Mastercard/Visa: # _____ Exp. date _____ / _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials)

Carhaul Negotiations

As Convoy Dispatch goes to press, negotiations on the carhaul contract are continuing in Baltimore. Negotiations have been slowed down by the high level of opposition to the tentative freight agreement. The current carhaul contract may be extended beyond the June 1 expiration date. TDU will be publishing regular bulletins on the contract as negotiations proceed.